

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: Defense Finance & Accounting Service Complaint Activity

Data as of December 31, 2004- End of First Quarter FY 2005

(All tables include 29 CFR §1614.705 Comparative Data (Previous Fiscal Year Data))

29 CFR §1614.704(a) - (c)

Complaint Activity	FY2005 end of 1st Qtr	2004	2003	2002	2001	2000
<u>1. Total # of Complaints Filed in FY 2005</u>	31	99	118	147	117	151
<u>2. Total # of Individuals Filing</u>	31	84	106	125	99	137
<u>3. Total # of Repeat Filers</u>	0	12	9	12	10	8

29 CFR §1614.704(d)

4. Number of Complaints Raising Each of the Various Bases of Alleged Discrimination

	FY2005 end of 1st Qtr	2004	2003	2002	2001	2000
<i>Race</i>	18	41	58	82	64	79
<i>Color</i>	9	12	14	13	23	27
<i>Religion</i>	0	0	0	3	2	6
<i>National Origin</i>	1	10	21	7	10	15
<i>Sex (based on gender)</i>	18	40	48	54	48	73
<i>Disability</i>	8	23	55	30	35	25
<i>Age</i>	11	33	41	48	37	34
<i>Reprisal</i>	13	48	60	59	48	51
<i>Other</i>	0	0	NA	NA	NA	NA

29 CFR §1614.704(e)

5. Number of Complaints Raising Each of the Various Issues of Alleged Discrimination

	FY2005 end of 1st Qtr	2004	2003	2002	2001	2000
<i>Appointment/Hire</i>	3	4	1	5	2	6
<i>Assignment of Duties</i>	0	9	6	6	8	9
<i>Awards</i>	0	3	1	2	9	4
<i>Conversion to Full-time</i>	0	0	0	0	0	0
<i>Disciplinary Action</i>						
<i>Demotion</i>	0	2	1	3	0	1
<i>Reprimand</i>	2	7	1	3	2	2
<i>Suspension</i>	1	3	5	3	3	9
<i>Removal</i>	0	0	0	0	0	0
<i>Other</i>	2	4	3	4	0	7
<i>Duty Hours</i>	0	0	2	2	0	1
<i>Evaluation Appraisal</i>	3	17	15	24	23	22
<i>Examination/Test</i>	0	1	0	0	2	0
<i>Harassment</i>						
<i>Non-Sexual</i>	8	34	43	35	37	26
<i>Sexual</i>	3	4	5	2	4	5
<i>Medical Examination</i>	0	0	0	0	0	0
<i>Pay (Including Overtime)</i>	0	1	0	2	3	1
<i>Promotion/Non-Selection</i>	12	29	39	70	44	64
<i>Reassignment</i>						
<i>Denied</i>	0	1	0	3	2	1
<i>Directed</i>	0	2	2	4	8	2
<i>Reasonable Accommodation</i>	8	7	13	8	9	6
<i>Reinstatement</i>	0	0	0	0	0	0
<i>Retirement</i>	0	2	0	1	1	1
<i>Termination</i>	3	7	6	8	3	5
<i>Terms/Conditions of Employment</i>	1	3	8	19	10	10
<i>Time and Attendance</i>	3	6	14	13	4	6
<i>Training</i>	2	2	5	4	4	9

<i>Other</i>	0	1	7	11	12	17
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29 CFR §1614.704(f)

[6. Average Length of Time to Complete Each Stage of the Complaint Process](#)

FY2005 end of 1st Qtr	Number	Average Days
<i>All complaints pending in Investigative Stage</i>	11	364
<i>All complaints pending in Final Agency Action Stage</i>	10	580
<i>All complaints pending in which Hearing was not requested</i>	7	
<i>Time in Investigation Stage</i>	3	415
<i>Time to issue Final Agency Action</i>	4	482
<i>All complaints pending in which a Hearing was requested</i>	14	
<i>Time in Investigation Stage</i>	8	345
<i>Time to issue Final Agency Action</i>	6	646

29 CFR §1614.704(g)

[7. Complaints Dismissed by Agency Pursuant to 1614.107\(a\)](#)

	FY2005 end of 1st Qtr	2004	2003	2002	2001	2000
<i>Total Complaints Dismissed by Agency</i>	9	23	41	34	42	data not available
<i>Average days pending prior to dismissal</i>	23	56	134	190	387	

29 CFR §1614.704(h)

[8. Final Agency Actions Involving a Finding Discrimination](#)

	2005 1st Qtr		2004		2003		2002		2001		2000	
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Total Number Findings</i>	1	100	1	100	3	100	1	100	2	100	0	
<i>Without EEOC Admin. Hearing</i>	1	100	0		0		0		0		0	
<i>With EEOC Admin. Hearing</i>	0		1	100	3	100	1	100	2	100	0	

29 CFR §1614.704(i)

9. Final Agency Actions Rendered Involving a Finding of Discrimination by Basis

	2005 1st Qtr		2004		2003		2002		2001		2000	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1	100	0		3		1		2		0	
Number Findings Rendered Without Hearing	0		0		0		0		0		0	
<i>Race</i>	1	100	0		0		0		0		0	
<i>Color</i>	0		0		0		0		0		0	
<i>Religion</i>	0		0		0		0		0		0	
<i>National Origin</i>	0		0		0		0		0		0	
<i>Sex (include Equal Pay Act)</i>	1	100	0		0		0		0		0	
<i>Disability</i>	0		0		0		0		0		0	
<i>Age</i>	0		0		0		0		0		0	
<i>Reprisal</i>	0		0		0		0		0		0	
Number Findings Rendered After Hearing*	1	100	1		3		1		2		0	0
<i>Race</i>	0		0		1	17	0		2	40	0	
<i>Color</i>	0		0		1	17	0		0		0	
<i>Religion</i>	0		0		0		0		0		0	
<i>National Origin</i>	0		0		0		0		0		0	
<i>Sex (include Equal Pay Act)</i>	0		0		0		1	50	2	40	0	
<i>Disability</i>	0		1	100	1	17	0		0		0	
<i>Age</i>	0		0		0		0		0		0	
<i>Reprisal</i>	0		3	50	1	50	1	20	0			

**Note: Complainants may allege several issues and bases, therefore, the percentage is based on the total of each issue or basis (Ex: # findings rendered after hearing by basis for FY03= 6) . The figures have been rounded off and may not equal to 100%..*

29 CFR §1614.704(j)

10. Final Agency Actions with a Finding of Discrimination by Issues

	2005 1st Qtr		2004		2003		2002		2001		2000	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2	100	0		3		1		2		0	
Findings Without Hearing	1	100	0		0		0		0		0	
<i>Appointment/Hire</i>	0		0		0		0		0		0	
<i>Assignment of Duties</i>	0		0		0		0		0		0	
<i>Awards</i>	0		0		0		0		0		0	
<i>Conversion to Full-time</i>	0		0		0		0		0		0	
<i>Disciplinary Action</i>	0		0		0		0		0		0	
<i>Demotion</i>	0		0		0		0		0		0	
<i>Reprimand</i>	0		0		0		0		0		0	
<i>Suspension</i>	0		0		0		0		0		0	
<i>Removal</i>	0		0		0		0		0		0	
<i>Other</i>	0		0		0		0		0		0	
<i>Duty Hours</i>	0		0		0		0		0		0	
<i>Evaluation Appraisal</i>	0		0		0		0		0		0	
<i>Examination/Test</i>	0		0		0		0		0		0	
<i>Harassment</i>	0		0		0		0		0		0	
<i>Non-Sexual</i>	1		100		0		0		0		0	
<i>Sexual</i>	0		0		0		0		0		0	
<i>Medical Examination</i>	0		0		0		0		0		0	
<i>Pay (Including Overtime)</i>	0		0		0		0		0		0	
<i>Promotion/Non-Selection</i>	0		0		0		0		0		0	
<i>Reassignment</i>	0		0		0		0		0		0	
<i>Denied</i>	0		0		0		0		0		0	
<i>Directed</i>	0		0		0		0		0		0	
<i>Reasonable Accommodation</i>	0		0		0		0		0		0	
<i>Reinstatement</i>	0		0		0		0		0		0	
<i>Retirement</i>	0		0		0		0		0		0	
<i>Termination</i>	0		0		0		0		0		0	
<i>Terms/Conditions of Employment</i>	0		0		0		0		0		0	
<i>Time and Attendance</i>	0		0		0		0		0		0	
<i>Training</i>	0		0		0		0		0		0	

<i>Other</i>	0		0		0		0		0		0	
Findings After Hearing	NA		0		3		1		2		0	0
<i>Appointment/Hire</i>	0		0		0		0		0		0	
<i>Assignment of Duties</i>	0		0		1	17	0		0		0	
<i>Awards</i>	0		0		0		0		0		0	
<i>Conversion to Full-time</i>	0		0		0		0		0		0	
<i>Disciplinary Action</i>	0		0		0		0		0		0	
<i>Demotion</i>	0		0		0		0		0		0	
<i>Reprimand</i>	0		0		0		0		0		0	
<i>Suspension</i>	0		0		0		0		0		0	
<i>Removal</i>	0		0		0		0		0		0	
<i>Other</i>	0		0		0		0		1	33	0	
<i>Duty Hours</i>	0		0		0		0		0		0	
<i>Evaluation Appraisal</i>	0		0		1	17	0		1	33	0	
<i>Examination/Test</i>	0		0		0		0		0		0	
<i>Harassment</i>	0		0		0		0		0		0	
<i>Non-Sexual</i>	0		1	100	0		0		0		0	
<i>Sexual</i>	0		0		0		0		0		0	
<i>Medical Examination</i>	0		0		0		0		0		0	
<i>Pay (Including Overtime)</i>	0		0		1	17	0		0		0	
<i>Promotion/Non-Selection</i>	0		0		2	33	1	100	0		0	
<i>Reassignment</i>	0		0		0		0		0		0	
<i>Denied</i>	0		0		0		0		0		0	
<i>Directed</i>	0		0		0		0		0		0	
<i>Reasonable Accommodation</i>	0		0		0		0		0		0	
<i>Reinstatement</i>	0		0		0		0		0		0	
<i>Retirement</i>	0		0		0		0		0		0	
<i>Termination</i>	0		0		0		0		0		0	
<i>Terms/Conditions of Employment</i>	0		0		0		0		1	33	0	
<i>Time and Attendance</i>	0		0		0		0		0		0	
<i>Training</i>	0		0		1	17	0		0		0	
<i>Other</i>	0		0		0		0		0		0	

29 CFR §1614.704(k)

11. Number of Pending Complaints that were filed in prior fiscal years

	2005 1st Qtr	2004	2003	2002	2001	2000
<i>Total complaints from previous Fiscal Years</i>	93	68	175	169	168	233
<i>Total Complainants</i>	59	38	133	127	129	182
Number complaints pending [as of 9/30 --per EEOC's request]:						
<i>Investigation</i>	19	0	73	60	77	96
<i>ROI issued, pending Complainant's action</i>	2	0	2	2	3	4
<i>Hearing</i>	65	61	36	34	41	31
<i>Final Agency Action</i>	7	7	64	73	47	102
<i>Appeal with EEOC Office of Federal Operations</i>	44	46	NA*	NA*	NA*	NA*

*Data not available.

29 CFR §1614.704(l)

12. Complaints Pending the Completion of Investigation

	2005 end of 1st qtr	2004	2003	2002	2001	2000
<i>Number Pending Completion of Investigation</i>	42	31	72	73	60	77
<i>Pending Investigations Over Required Time Frames (180 days)</i>	2	7	23	24	13	23

Last updated: